

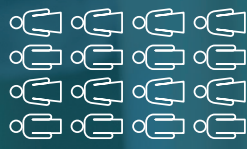


Annual Report and Accounts 2024–25

UK Council
for International
Student Affairs

UKCISA

UKCISA in 2024–2025



We are UKCISA

408

members, including all public universities in the UK, a number of public and private colleges, schools, students' unions, and other specialised organisations

188

Higher education institutions

125

Further education institutions

125

Students' unions

30

Corporate/Education sector organisations/Other

Over

40

#WeAreInternational Student Ambassadors from around the world

15

trustees (two new in 2024/25)

Over

20

volunteers on our advisory committees

20

staff members, five freelancers



We advocate for
a positive
experience for
all international
students

Nearly

3,000

page views of Equity, Inclusion
and Innovation: a sustainable
international student policy

Success

in advocating for the Graduate
route during the Migration
Advisory Committee Review



We deliver
world-leading
advice and
training

34

training sessions to

788

attendees



We provide
trusted
information
and guidance

4,532

Total number of calls

2,969

Calls to our free public
advice line

1,563

Calls to the member
advice line

Launch of a new website,
with over

500

pages

Over

2.7

million views of
our website



We amplify
international
student voices
#WeAreInternational

Our Student Ambassadors
attended

22

events

spoke at

27

sessions

with

13

government and
sector agencies in
the UK and from
around the world

8

projects explored what
it means to implement
the #WeAreInternational
Student Charter

Over

£28,000

funding in #WeAreInternational
Grants Scheme in 2022-2024

A few words from our President, Chair of Board and Chief Executive

Dear colleagues,



Lord Karan
Bilimoria

In a general election year, when immigration is high on the political agenda, UKCISA's work to advise students and members became even more significant. Restrictive visa policy for dependants had a negative impact on the student experience. However, the findings of the Migration Advisory Committee recognised the importance of the Graduate route to current and prospective international students as part of a UK education.



Professor
Koen Lamberts

In the most recent Statement of Changes to the Immigration rules, we welcomed the inclusion of a new rule that enables postgraduate research students to apply for a new visa, without having to return home, if their supervisor moves to a new institution. This is something we have called for, for several years, and demonstrates that policy advocacy can be rewarding over the longer term.



Anne Marie
Graham

Despite many challenges across the education sector, including pressures on budgets, our member communities came together to share insights to inform our advocacy and shape policies, disseminate good practice, and celebrate our international students' contributions. Members have connected and collaborated in many ways: our Annual Conference, our expert training offer, our responsive member symposia, and our expert practitioner network meetings provided a range of opportunities for members to learn from UKCISA and each other. This broad yet deep member engagement helps to ensure that our advocacy to government is informed and responsive.

To close the year, we launched a new UKCISA website. Our online presence, which attracted over 2.7 million views in 2024–2025, now provides improved navigation

and refreshed content to help members and students find the information and guidance they need. Supported by our confidential student advice line, prospective and current students can now more easily access free advice from our expert team in a way that suits them. For members, this brings with it a new UKCISA Manual and Forum to help them understand a complex policy environment. We look forward to working with stakeholders in the year ahead to explore the benefits of this new and enhanced window to our expertise.

Of course, policy stability remains a key ask for UKCISA on behalf of our members and international students. Over the last year, there have been effective strategic partnerships across the sector to achieve policy outcomes, including coordination across our International Student Employability Group members to inform the Migration Advisory Committee review and ensure that important messages were coordinated. We continue to consolidate our relationships with sector partners to advocate effectively for international students and those who advise and support them across our member institutions, including through our ongoing engagement in support of the upcoming update of the government's International Education Strategy.

The UK is unique in having an organisation like UKCISA to represent the interests of international students. Our work's impact on students and their advisers continues to make a difference because the interests of international students are at the heart of our mission.

It is our people who generate this impact for international students – our engaged trustees, our committed staff team, our inspirational ambassadors, and our hardworking members. Thank you for all the work that you do on behalf of the international students who are choosing the UK, and in support of UKCISA's vision and mission, to ensure that every international student who comes to the UK has a positive experience.

Signed by,

Karan.

Ok

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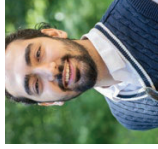
Lord Karan
Bilimoria
President

Professor Koen
Lamberts
**Chair of the
Board of Trustees**

Anne Marie
Graham
Chief Executive

A note from the Chair of our Student Advisory Group

Dear colleagues,



**Pedram
Bani-Asadi**

One of the highlights of my studies in the UK has been meeting people from countries around the world, learning about different cultures, creating a support network, and forming a friendship group in the UK. However, studying away from home can sometimes be a lonely experience. Being far from family and friends can be hard, and this year has felt even more precarious. I continue to be inspired by my peers who support each other and succeed in their own goals in these uncertain times.

It can feel like policies that affect our lives and dreams are constantly changing or are at risk. The shock withdrawal of the dependent policy last year has led to nervousness about visas and the ability for international students to follow our chosen next steps. I know that employability is at the top of most students' minds in their final year, as they look to take advantage of the Graduate route but struggle to access the job market. Awareness of the benefits that an international perspective can bring and the implications of the Graduate route need to be raised among employers.

The current context in the UK affects international students, too. The cost-of-living crisis and affordability of accommodation have severely impacted students who have tightly budgeted for their studies years in advance and can't increase their working hours to make up the difference. The riots over the summer have contributed to a feeling that international students may not be welcome in the UK and to a fear of facing racism and xenophobia. Added together, these challenges can pile on the pressure and affect international students' mental health and wellbeing. Surveys show that international students are still unsure about where to access support and can often feel uncomfortable in making use of the services offered.

UKCISA is unique in giving international students a space where we are empowered to share our experiences, have them validated, and be heard. My fellow Ambassadors and I are able to speak out about how policies affect us and our friends and peers, advocating for each other in conferences, sitting on panels, and engaging with industry professionals. In 2024–25, *#WeAreInternational* Student Ambassadors spoke at over 22 events, in 27 sessions, and with 13 government and sector agencies in the UK and from around the world.

A highlight this year was being invited to speak with representatives from the Department for Education, the Department for Business and Trade, and the Foreign, Commonwealth and Development Office on the UK government's new International Education Strategy. We shared our hopes that the strategy will focus on the value that international students bring to the UK. We asserted the need to focus on the international student experience and include our voices in strategic dialogue, one of the key principles of the *#WeAreInternational Student Charter* for delivering a world-class international student experience.

We will continue to advise UKCISA on its work and speak publicly about all that international students bring to the UK and the challenges we face, as we work together to improve the student experience and to keep the UK a welcoming and inclusive global destination for all international students.

Pedram Bani-Asadi
Chair of UKCISA's Student Advisory Group
and UKCISA Trustee



We advocate for a positive experience for all international students



UKCISA works with UK government departments, agencies, devolved administrations, and sector organisations to ensure that the UK remains attractive and welcoming to prospective and current international students. We analyse and advise on policy implementation and guidance linked to immigration. We commission and conduct research, sit on high-level advisory groups, convene partner networks, and respond to formal consultations and calls for evidence.

This year, this has meant advocating for sustainable international student policies in advance of the general election period to the upcoming update of the International Education Strategy. We coordinated an effective submission to the Migration Advisory Committee's review of the Graduate route, welcoming its recommendation to retain the Graduate route without changes. This work has continued throughout the year to highlight the value that the route brings to students and the UK economy.

We've supported and advocated for members and students through the challenging transition to eVisas and celebrated the release of new Academic Technology Approval Scheme (ATAS) guidance after years of work with sector partners.

Our impact would not be as significant without the insights and the intelligence we derive from our members. Through our online forum, advice lines, advisory committees, and practitioner networks, we track emerging trends and inform policy. We liaise with government teams to resolve live issues, from highlighting errors in visa application forms to challenging inconsistent and incorrect application of policy guidance to students and educational institutions. We make strategic recommendations on proposed policy and legislation, sharing the impact on our wide and diverse membership and their students.

Our #WeAreInternational Student Ambassadors play a vital role in

highlighting the contributions of international students to the UK, the challenges they face, and the need for change. They sit on our Student Advisory Group, which guides our strategic direction. By listening to and being driven by them, we ensure that our advocacy is focused on areas that most impact their experience and provide prospective and current students with the support and advice they need to succeed in their studies in the UK.

Advocating for a sustainable international student education policy

UKCISA published a comprehensive policy position paper in April 2024, following consultation with members and students, which outlined its recommendations for a new or updated international education strategy to the government. We called for the

government to promote the UK as a welcoming country to study and live in, using positive language and acknowledging international students' contributions. We also called for fair and transparent immigration policy across the education sector and support for equitable careers and employability opportunities for international students and graduates.

Since the new government came to power in July, we've welcomed a more positive narrative on international students from the Secretary of State for Education, Bridget Phillipson, and the Minister for Skills, The Rt Hon Jacqui Smith.

In dialogue with civil servants as part of the update of the International Education Strategy, we reiterated these recommendations, highlighting the importance of a positive and sustainable international student experience for our education sector and local communities.

Representing students and members at the highest level

UKCISA is committed to supporting the international student community via our ongoing policy and advocacy work across immigration and international student experience. Our representation on behalf of students is led strategically via our ongoing engagement with, and advice to, international students and those who work with them in educational institutions across the UK's diverse educational sector.

UKCISA engages regularly with our expert practitioner networks in student advice and immigration Sponsor compliance. By hearing what is happening on the ground, we can consider our strategy and response and ensure that our ongoing advocacy to government and stakeholders represents the diversity of our membership and the live challenges facing those supporting students.

Home Office Student Policy Team and UK Visas and Immigration monthly meeting

We have continued to have conversations with the Home Office's Student Policy Team and the UK Visas and Immigration (UKVI) on a monthly basis. In meetings with the Student Policy Team, we seek to ascertain details of what is upcoming, ongoing or proposed in terms of policy and to understand the rationale (and the evidential basis for any decisions) of any proposed policy changes. In return, we continue to highlight the sector's high compliance standards and advocate for appropriate timescales to implement upcoming changes, so that our members can put in place measures to ensure that students are aware of changes (eg maintenance fee increases).

Our meetings with UKVI provide a regular channel through which to share our members' operational challenges. This has helped to alleviate (temporarily and permanently) problems that members have reported, for example, with the immigration application form and immigration healthcare surcharge (IHS) portal.

Key areas of discussion: Remote delivery

Throughout our discussions with the Home Office on this policy, we have advocated for long lead-in times (at least a calendar year) between the publishing of any policy and its implementation, and for clarity of terms and explanations of how the policy will work in practice. We have also advocated that any data collected should be collected when the policy is fully implemented to ensure that it is fully representative.

eVisas

Throughout the digitalisation process of the UK visa system and the move away from physical documents, UKCISA has tirelessly advocated for international students. We have convened the sector and been the leading voice in calling for timely solutions to errors with eVisas and a robust infrastructure to support individuals who encounter difficulties navigating the process.

UKCISA also set up a dedicated eVisa FAQ webpage for students and members. This webpage seeks to provide assistance with some of the most commonly asked queries and signposting to other resources where appropriate.

UKCISA held a member symposium in January 2025, attended by over 300 members. This provided members from





across the sector with the chance to share insights into live issues relating to eVisas and methods of overcoming any associated impact on student experience. These insights, in turn, informed UKCISA advocacy to UKVI and the digitalisation project team and led to rapid implementation of effective solutions.

Working with partners for change

International Student Employability Group

In line with our recommendation in our policy paper to support equitable careers and employability opportunities for international students, UKCISA convened the International Student Employability Group (ISEG) to great effect in spring 2024. The group identified and collated evidence in support of the Graduate route to inform the Migration Advisory Committee report, preparing briefings and sharing key information with sector partners and student organisations to support a shared message sector-wide.

It provided critical evidence to the committee of the student experience of the route, as well as case studies and other evidence to demonstrate how the route is being used by graduates and UK employers.

Agent Quality Framework

UKCISA is a member of the advisory group supporting the implementation of the Agent Quality Framework across the UK education sector. Activity in 2024/25 has focused on working with sector partners and UKVI in order to understand how information about agents will be captured and reported by institutions committed to the Agent Quality Framework and be supported by transparent sponsor guidance. The group also worked with agents globally to help ensure that they understand upcoming requirements.

UKCISA has advised on the development of a refreshed guide for students and their families, highlighting what to expect from the process of using an agent. This area of work is critical to ensuring that individuals and their support networks understand

the process of engaging and working with an agent to select and apply to a UK education provider, and how to identify those that have been through the British Council-led agent training.

The Academic Technology Approval Scheme and new guidance

UKCISA is a member of a working group led by the Russell Group that meets with Academic Technology Approval Scheme (ATAS) team members monthly. This last year has seen the culmination of years of lobbying and collaborative work, and new

amalgamated ATAS guidance was released in January 2025. This guidance provides a more accessible and comprehensive look at the ATAS requirements and rules and greater clarity on areas that were previously ambiguous. We are grateful for the contributions from those involved in this work from our membership, whose insights and views were crucial to the ATAS team and their work.

We remain actively engaged with this working group and with the ATAS team to represent our members' feedback on the ATAS system and the new guidance.



"I initially approached UKCISA with a training query and they signposted to this. It was exactly what was required, very in depth, and reassured we are correct in our processes and advice. Worth every penny."
Attendee at Higher education fee assessment in England

"I found the session very informative and felt like I was able to follow well and understand what was being discussed, even with very little experience of the subject matter."
Attendee at Navigation Section 3C

"Great overview and so well paced and helpful."
Attendee at Navigation Section 3C

We deliver world-leading advice and training

Our team of experts provides high-quality advice and guidance and delivers a national training programme that is relevant and responsive to the external policy context. We support our members through changes to the immigration system and fee regulations and encourage career progression in international support.

Our online training programme

Our training for professionals working with international students is delivered by our Immigration Advice Authority (IAA)-registered team of UKCISA staff and consultants from our extensive network. It covers our specialist areas of immigration advice and compliance, fee assessments, student experience, and staff skills, and is grounded in the principles of the *#WeAreInternational Student Charter*.

We continue to expand our dynamic and accessible training programme, ensuring that members across the UK can easily participate online. Our affordable pricing

structure allows multiple team members to join sessions together, fostering knowledge exchange and peer support.

We remain responsive to our members' needs by managing waiting lists, offering repeat sessions, and delivering bespoke training for specific groups. To uphold our high-quality standards, we actively seek participant feedback after each session and conduct surveys to assess preferences for content, delivery methods, and format. This ongoing evaluation enables us to enhance our training programmes, ensuring that they remain relevant, engaging, and aligned with the evolving needs of our members.

The UKCISA Manual

Our unique *UKCISA Manual* is a comprehensive knowledge base offering up-to-date information about student immigration and fees assessment legislation. It has over 120 pages on immigration and visas, fees and student support, which fully equip members to navigate complex areas of law and

34 training sessions



788 attendees



"Everything was clearly explained and information on the slides were well developed via the discussions." Attendee at Financial requirements

"Very informative session. Delivered in a friendly and helpful way. Thank you." Attendee at Higher education fee assessment in Scotland

"It was very engaging, and the hosts were careful to go through examples with us." Attendee at Higher education fee assessment in Scotland

"The staff running the training were extremely kind and knowledgeable." Attendee at Post-study work options

understand its context. Furthermore, its historic commentary on changes to law, copies of relevant resources, such as up-to-date guidance documents or case law, and *Manual*-specific news items for members addressing changes to the Immigration rules, ensure that the *UKCISA Manual* has continued to be a vital member resource and anchor through a year of much change in the international education sector.

The *UKCISA Manual* has continued to grow and develop throughout 2024 and into 2025, and the Advice and Training Team has been working diligently to provide up-to-date, detailed, and contextually rich information. The *Manual* has been updated throughout the year, responding to four Statements of Changes to the Immigration rules,

which involved over 35 pages across the 'Immigration' section of the *Manual*. We have also rewritten and streamlined our 'Student Support' section to provide a more comprehensive source of referral points and external sources of information.

- Four Statements of Changes to the Immigration rules in 2024/25 have impacted over 35 pages in our *Manual*
- A complete overhaul of the student support content of the *Manual* has streamlined information for members with updated referral points and sources
- We provide 116 up-to-date pages on immigration, fee consolidation documentation and PDFs for members, whilst – behind the scenes – we have been building content for the new website launch.

Information and advice on eligibility for 'home' fees

This year, we provided information and tailored advice for students and members on the wide-ranging changes to eligibility for 'home' fee status in Northern Ireland and Wales. We published fresh versions of our separate *Who Pays 'Home' Fees for Higher Education?* guides for England, Wales, and Northern Ireland, and updated our website information for Scotland. The pages containing information about fees continue to be the most visited on our website.

We had discussions with the Scottish government about ordinary residence issues raised by some amended regulations and explained their effect to students and members. We liaised with the Department for Education about its new guidance on 'home' fees

for the children of Turkish workers, whose travel around the time of Brexit had been delayed by Covid-19. We explained that change to students and members.

This work enabled students to present the right information to fee assessors and helped our members in their fee assessment work, to assess and advise international students more confidently.

UKCISA advice lines for students and members

Our advice lines for UKCISA members and the public offer access to a specialist team of IAA-registered advisers who have extensive experience in student immigration and international student affairs.

Total calls

4,532

1,563

Calls to member advice line

2,969

Calls to free public advice line

Enquiries by topic:

Student immigration

1,940 (43%)

Fees assessments and funding

1,763 (39%)

Working during and after studies, including the Graduate route

499 (11%)

Other calls related to life in the UK

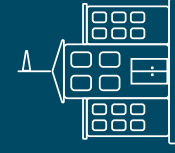
330 (7%)



We empower our membership

UKCISA's members underpin all our work, from policy and advocacy to training and events. Our membership comprises institutions from across the education sector, all committed to the highest standards of international student support. Our members are a diverse and supportive community, learning from each other in our practitioner networks, on our online Member Forum, and at our training and events.

The diversity and scope of our membership ensure that we provide a unique voice to policymakers, able to capture not just the widest possible range of publicly funded universities across the UK, but private providers, colleges, students' unions and sector organisations. By engaging our members to share their insights through our many channels, we enable them to guide our advocacy, and policy work on their behalf and ensure that our strategic decisions are informed and representative.



Our members

188 Higher education institutions

65 Further education institutions

125 Students' unions

30 Corporate/Education sector organisation/Other

408 Total

Member benefits



Advice line



Training and events



Forum



Manual



Networks



News



Kathy Boulton
Student Records
Team Leader
University of
Huddersfield

"The UKCISA membership is extremely important to my colleagues and I within the Student Records Team at the University of Huddersfield. We use the Who Pays 'Home' Fees guidelines to make our fee status decisions. Having these guidelines means that we can be really clear with potential students and direct them to the guidance so they can clearly see how we have reached our decisions. It also means we can back up requests we make for additional evidence, so potential students can understand why we are asking for these documents.

The members' helpline is also a valuable resource for us when we have more complex cases and allows us to discuss the evidence we have in relation to the guidelines. In summary, UKCISA is an essential support system to ensure we are making accurate and fair fee assessments."

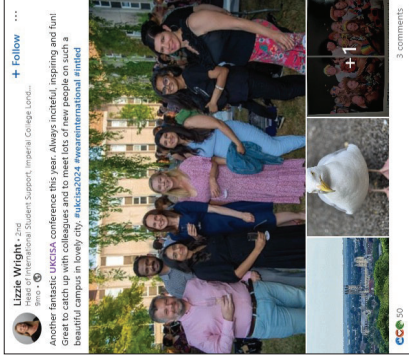


UKCISA Annual Conference 2024

The UKCISA Annual Conference is our flagship member event, providing a chance to network with colleagues, develop professional skills and hear the latest policy developments. Each year it brings together UKCISA members, #WeAreInternational Student Ambassadors, practitioners and experts working in international education.

UKCISA's Annual Conference took place at the University of Kent in June 2024. We explored the key issues shaping the future of international education in the UK. The opening plenary, *Navigating Change: The Impact of the UK General Election on International Education*, examined the potential policy shifts and implications for students, institutions, and the sector as a whole. Expert speakers offered insights into the evolving political landscape and its effects on international education in the UK.

The event featured contributions from UKCISA's #WeAreInternational Student Ambassadors, who shared diverse perspectives and experiences of international students studying in the UK.



42 sessions



322 attendees



Another key session, the Agent Quality Framework plenary, *Perspectives, Challenges, and Opportunities*, brought together sector experts to discuss the evolving role of education agents, the importance of quality assurance, and strategies to enhance transparency and collaboration in international student recruitment.

The conference concluded with a lively closing plenary featuring UKCISA President, Lord Bilimoria,

and journalist, Gavin Esler, who engaged in a thought-provoking discussion on the importance of international education and its role in shaping the UK's future.

Throughout the three-day event, experienced members and sector experts delivered insightful presentations and shared best practices, fostering collaboration and knowledge exchange across the sector.



"The event was exceptionally well organised, offering a perfect blend of insightful plenary sessions, hands-on professional development workshops, and valuable networking opportunities. The discussions on the latest policy developments and the contributions from international students, UKCISA members, and expert speakers were extremely insightful."

"The UKCISA conference is more than just a conference; it's a celebration and affirmation of all the work we do. We come away revived and enthused, armed with new information and ideas."

"Wonderful, amazing opportunities to learn, reflect, and discuss topics we care about. Always a highlight of the year!"

"I joined the Buddy Scheme and was lucky that my buddy and I got along well. Thanks for pairing us!"

"It's great to know we are all in the same boat and open to new ideas in different universities. The conference provided invaluable insights and connections."

Conference delegates





We disseminate
our knowledge

Providing trusted information and guidance

Our website is a trusted source of information and guidance for our members, as well as international students and their families.

This year, UKCISA completed the redesign and redevelopment of our website – a key milestone in modernising how we support members, students and the wider international education community. The project was driven by the need to improve access to essential guidance and resources, particularly for our diverse audience of advisers, institutions, and international students.

The design reflects a refreshed brand presence and delivers an improved user experience, with clearer navigation, streamlined content structure and improved accessibility across all devices. A powerful new search function makes it easier than ever to find information quickly – something that members highlighted as a top priority.

The site has been built on a more flexible, scalable platform that allows UKCISA to respond rapidly to policy changes, publish timely updates, and introduce new features with ease.

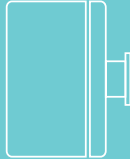
This future-proofs the website as a long-term digital asset, ensuring that it will continue to serve the evolving needs of our sector for years to come.

To build on UKCISA's reputation as the leading authority on international student affairs, we ran a content audit of all the information available on our website. Refreshing content so that it is written to the highest accessibility and communications best practice will ensure that we are the number one source of information and advice for international students.

We will continue to work closely with our members, listening to what matters most, and improving our online resources and member benefits.

Top five web pages in 2024–2025

1. England: HE fee status
2. Home or overseas fees: the basics
3. Student work
4. UK student finance, scholarships and other funding
5. Graduate route



Web traffic

1.1m
users

2.7m
views

Top 10 countries for website visits

1. UK
2. India
3. USA
4. Nigeria
5. Pakistan
6. Ireland
7. Germany
8. Netherlands
9. France
10. China

Ireland and the Netherlands returned to our top ten this year, taking the place of Ghana and the United Arab Emirates.



Top news story

Version 7 of Who Pays 'Home' Fees for HE in England?

14,190
views

Our social media channels support our mission to deliver accurate and timely information to our members, prospective and current students. The channels we use help us to get the right message to the right audience, promoting our work, events, and training, building on the #WeAreInternational campaign, and bringing together the UKCISA community. This year's popular topics included information about

the transition to eVisas, messages of welcome to international students from the government, and videos from students and members on their top tips for studying in the UK.

In 2024–25, we focused our communications on LinkedIn and Instagram, where our followers significantly increased. We continue to monitor engagement and trends on Facebook and X.



6,098

+6.5% up
on 2023–24



11,114

+29.8% up
on 2023–24



8,405

-1.7% down
on 2023–24



5,065

+21.3% up
on 2023–24

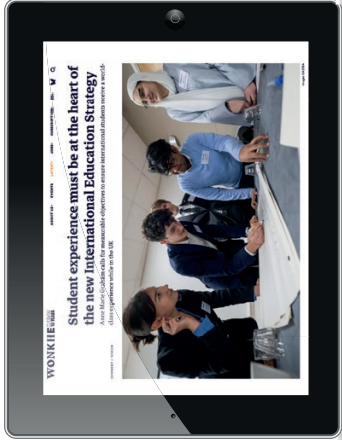


We use email marketing to connect with our members and student audiences. Our weekly *Member Newsletter* is a core part of our strategy to stay in touch with our member community and is supported by a regular Chief Executive member update. It continues to receive good readership (seeing strong open rates on each email) and an increasing number of subscribers.

This year, we launched a refreshed monthly *Student Newsletter*, with an updated layout, curated information on visas and fees, the #WeAreInternational campaign, and news from our sector partners, including Student Minds, the

Graduate Outcomes Survey, and the Student Grief Network. This has led to a significant increase in the click-through rate, from 5% in April–July 2024 to 10% in the second half of 2024.

We work with trusted sector press to position ourselves as thought leaders in international education and amplify the voices of international students. Our staff and Ambassadors have had articles placed in sector press, **Workhe**, and been quoted in **The PIE**.



In 2024–25 our staff team attended over 40 events, to discuss the issues most relevant to international students, share our knowledge and expertise and promote UKCISA's work.





**We amplify
international
student voices
#WeAreInternational**

UKCISA works with international students across the UK to make sure their voices are heard in all aspects of the student experience. The #WeAreInternational campaign celebrates international students in the UK, sharing their contributions through storytelling and welcoming current and prospective students to the UK. The University of Sheffield and its students' union co-founded the campaign in 2013. With the support of over 160 universities, educational institutions, and international organisations, the campaign aims to recognise and value the positive impact of international students and staff in UK universities.

#WeAreInternational Student Ambassador Programme

The #WeAreInternational Student Ambassador Programme is UKCISA's network of future global leaders. We empower international students to shape a high-quality student experience, using their knowledge and first-hand experience of studying in the UK to influence policy and develop an inclusive global community.

In 2024–25, we appointed a new cohort of #WeAreInternational Student Ambassadors and worked with the 2023–2024 group, who joined us for their second year. Our Student Ambassadors developed their policy knowledge and leadership skills to lead change by:

- sharing their international student experience at annual sector conferences such as UK ENIC, Universities UK International, Jisc Digifest, AMOSSHE, and UCAS
- engaging with UKCISA members by sharing their experiences at the UKCISA Annual Conference through panels, roundtables, and focus groups
- speaking directly to policy makers in round-table meetings and panels with the Department for Education, the Department for Business and Trade, the Foreign, Commonwealth & Development Office, the All Party-Parliamentary Group on International Students, Jisc, and the PIE

This year, we highlighted the experience of international students and our members across a range of platforms and forums.

In 2024–25, #WeAreInternational Student Ambassadors spoke at over:

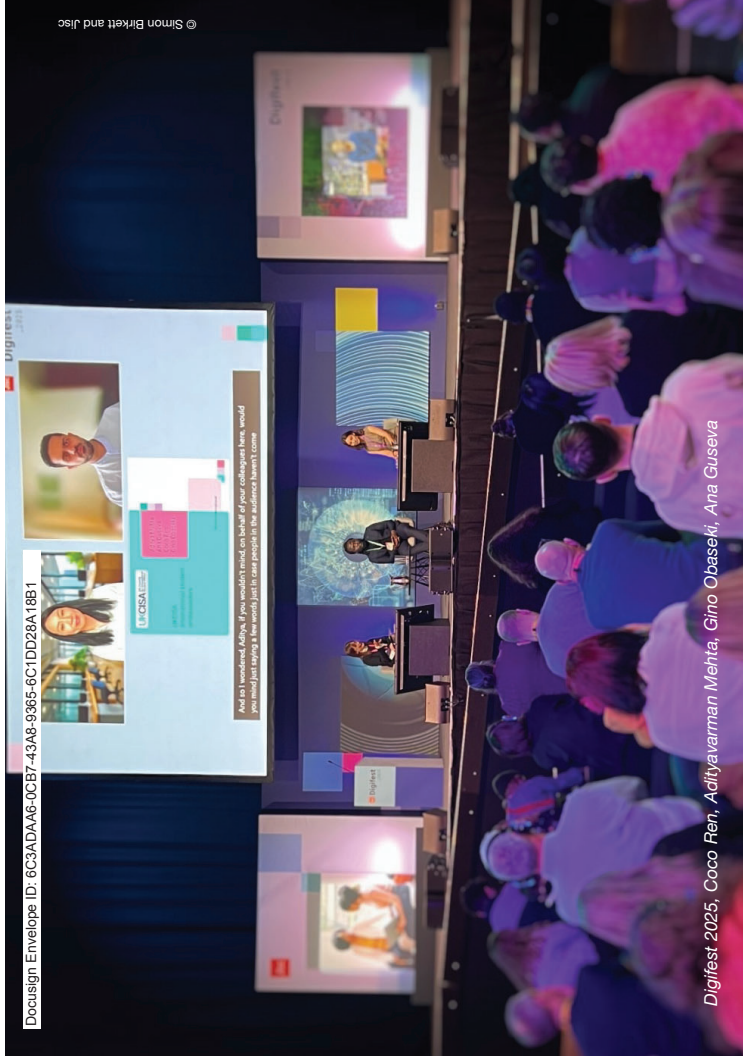
22 events

27 sessions

13

government and sector agencies in the UK and from around the world





Digifest 2025, Coco Ren, Adityavarman Mehta, Gino Obaseki, Ana Guseva



UKCISA Annual Conference, Vartika Khandelwal

UKCISA Annual Conference, Yi Ling (Edeline) Lim



"It is easy to feel lost in a foreign environment after moving abroad, –so I am immensely grateful to UKCISA for casting a spotlight on international students, especially by fostering intentional conversations on how to better the experience. Through UKCISA, I have attended events and training sessions that helped hone my transferable skills, enabling me to represent international students in other capacities as well. A big thank you to UKCISA for always keeping the wellbeing of international students at the forefront of it all."


Edeline Lim, #WeAreInternational Student Ambassador 2024–25



UKCISA Annual Conference, Ambassador World Café, Xiaoxiao Hou



APPG for International Students, November 2024, Xiaoxiao Hou, Ana Guseva, Assanatou Sy, Melody Sequeira



"Only four months into UKCISA, and I have learned I am part of so much more than a charity advocating for international students in the UK – I have joined a melting pot of exceptionally dedicated and bright students, staff, and freelancers. And not only does UKCISA facilitate some of the most enriching brainstorming sessions on the international student experience, but it also ensured that this passion was shared in dynamic meetings and events. Just a few months ago I never imagined having the opportunity to contribute to roundtables with professionals from the higher education sector like in the PIE Live 2025, let alone be a panellist for an employability symposium of the British Council

Understanding perspectives, learning from experiences and working towards a better academic, professional and social landscape for internationals is what UKCISA enables – and what I am increasingly committed to advancing."

Saida Alimjanova, #WeAreInternational Student Ambassador 2025–26

#WeAreInternational Student Charter

The #WeAreInternational Student Charter is a student-led document that provides guidance on the fundamental principles for delivering a world-class international student experience, from pre-arrival to post-graduation.

Written in 2022, the framework is becoming more established, and we can reflect on increasing numbers of examples of how our members are using it at an institutional level. We also use the Charter to guide our own work at UKCISA. This year, each of our training courses specifies which principle of the Charter they relate to and can help to support relevant member activity. We also continue to profile the Charter across our member network and with external stakeholders, to promote its benefits and enhance practice across institutions.

#WeAreInternational Grants Scheme

The UKCISA Grants Scheme has been running for over ten years. It supports the exploration and uptake of good practice across the international student experience.

In 2023, we launched the #WeAreInternational Grants Scheme to focus on integrating the principles of the Student Charter in higher and further education institutions in the UK through research and projects.

From 2022 to 2024, eight grants were awarded to institutions running pilot projects and conducting research into how to better support international students to have a positive experience in the UK. The final reports were published in June 2024 and presented at UKCISA's Annual Conference. A webinar also shared key findings with 115 UKCISA members in August 2024.

Much of the work initiated in these pilot projects continues in their institutions. Thanks to the grantees' hard work, the projects have had an impact far beyond the pilot stage and the institutions in which the research took place. UKCISA gratefully acknowledges financial support for the Grants Scheme from the Department for Education, the Scottish Government, and British Council.



Emily Sandwell,
International Careers
Consultant, Careers Service,
University of Stirling



Jo Speed, Joint Head of
Careers/Business Engagement
Manager (Employability),
Student Skills and Employability,
University of Stirling



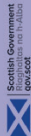
Temitope Shittu,
International Event Intern,
University of Stirling



#WeAreInternational Grants scheme pilot project

International talent symposium: a regional approach to employer and student engagement

University of Stirling



This project aimed to address Principles 1 and 5 of the #WeAreInternational Student Charter, to create a welcoming, inclusive, and equitable environment for our international students; and ensure targeted support in this area of their student experience.

The symposium was created to support international students in navigating the Scottish graduate labour market and to address the lack of awareness amongst local businesses about the benefits of hiring international graduates.

The innovative approach stemmed from the breadth of stakeholder engagement and collaboration, with support from local SMEs (small- to medium-sized enterprises), Stirling Council, and the Stirling City Region Deal.

The main event was attended by 86 students, 17 guests from large companies and local business networks, and 15 university staff members from different services and faculties. Feedback highlighted that the project has been very effective in raising awareness of the students' skills and cultural diversity, the Scottish labour market and international graduate visa routes.

The idea has since been discussed with organisations, institutions and employers across Scotland, and inspired a stream of work around supporting entrepreneurship for international students both in Scotland and if they return home. The project is also relevant to the Scottish Government's own strategic objectives as highlighted in its International Education Strategy published in 2024.



We develop
excellence

The 2024 Trustee Elections marked a further step in UKCISA's ongoing efforts to diversify its Board of Trustees. Following the changes to our recruitment process in 2023, we are able to invite applications from a broader pool of candidates, including those from outside our own member organisations. This approach helped us attract 33 applicants from a wide range of backgrounds, including professionals from member and non-member institutions and individuals currently studying or recently retired. After a thorough review by our Nominations Committee, four candidates were shortlisted and put forward for election.

A total of 99 member organisations participated in the vote, representing a 23% turnout from our 429 members and an increase in engagement compared to previous member elections. We're keen to build on this and see even more members take part in the 2025 and 2026 elections. By continuing to widen the reach of our recruitment and highlight the value of getting involved in UKCISA's governance, we aim to encourage greater participation, not only in voting but also in applying for future trustee roles. The election of Chris Chang and Jonny Exon is a clear outcome of this more inclusive process, and we're confident that this direction will help strengthen the Board and better reflect the diversity of the international education sector.



"It's been a pleasure to serve as a trustee for UKCISA over the years. Having the opportunity to contribute to the strategic direction of the charity has been both rewarding, inspiring, and challenging.

Challenging is precisely how I would describe the last year, with significant unexpected policy changes and funding cuts. I'm immensely proud of how the trustees have worked with the brilliant team at UKCISA to problem-solve and navigate those challenges.

UKCISA is in a unique position to support both its sector members and international students, keeping the student experience at the heart of every decision.

I have particularly enjoyed watching the development of the #WeAreInternational student ambassador programme. Having the opportunity to listen to and understand the lived experiences of our ambassadors as international students in the UK is an invaluable asset to the sector, and hearing their stories is truly inspirational; I look forward to more of that with the incoming cohort of ambassadors.

Laura Rose-Troup, UKCISA Trustee



**UK Council
for International
Student Affairs**

UKCISA

UKCISA

Woburn House
20–24 Tavistock Square
London WC1H 9HQ
ukcisa.org.uk
[@ukcisa](https://twitter.com/ukcisa)

UKCISA is a company limited by guarantee registered in England and Wales (Company Number: 4507287) and a charity registered with the Charity Commission for England and Wales (Charity Number: 1095294). Its registered office is at Woburn House, 20–24 Tavistock Square, London, WC1H 9HQ. UKCISA is registered with the Immigration Advice Authority (IAA) for its provision of immigration advice (ref: N200100017).

Independent auditor's report to the members of UKCISA

Opinion

We have audited the financial statements of UKCISA for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made;
- we have not received all the information and explanations we require for our audit.
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the trustees' annual report and from preparing a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 41, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

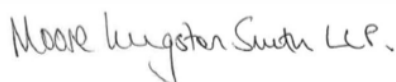
Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jonathan Aikens (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor
6th Floor, 9 Appold Street, EC2A 2AP

18 December 2025

Trustees Annual Report and Financial Statements

Financial Report

Trustees' responsibilities in relation to the financial statements

The trustees (who are also directors of UKCISA for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities Statement of Recommended Practice.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed, subject to any material
- departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to our auditor

- In so far as the trustees are aware at the time of approving our trustees' annual report:
- There is no relevant audit information of which the charitable company's auditor is unaware.
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The financial statements comply with current statutory requirements, the requirements of the Memorandum and Articles of Association and the requirements of the Statement of Recommended Practice 'Accounting and Reporting by Charities'.

Financial review

UKCISA's total annual income to 31 March 2025 was £1,286k. This is a 22% fall on the previous financial year. Our funding from the Department for Education (£340k in 2023-24) and the Scottish Government (£20k in 2023-24) was not renewed in 2024-25. Income from our members through subscriptions have remained resilient, increasing by 9%. However, income from our training programme has fallen by 20% on the previous financial year, reflecting the current state of university finances.

UKCISA's total annual expenditure this year was £1,494k, a fall of 7.5% on prior year. During the financial year, UKCISA staff costs including employers' national insurance and pensions stood at £1,168k (2024: £1,208k). Staff are employed to carry out activities that directly contribute to the fulfilment of UKCISA's charitable activities in the form of delivering training, providing advice, organising our conference, maintaining online learning resources, lobbying, influencing policy, communicating with our members, and engaging with international students.

Looking ahead, we are further developing our income generation strategy to reflect the loss of the DfE and Scottish Government grants. This is spearheaded by an Income Generation Group, which reports directly to the Board. We launched a new website at the start of the financial year 2025-26 and will continue to develop this to better serve our members and international students.

We will continue to support our members and international students via our advice line and our comprehensive online guidance, and look to strengthen our training programme even further. We will continue to engage regularly across government departments to advocate for the international student experience in policy

development and high-level strategic planning, including with the Home Office and the devolved administrations of the UK. We are collaborating closely with our expert practitioner networks Association of International Student Advisers (AISA), STRATIS and Immigration Compliance Network (ICN), and with our influential student ambassadors, to ensure that we capture timely insight to inform our conversations with government.

As at 31st March 2025, the reserves held were as follows:

	2025	2024
	£	£
General Funds	792,667	1,015,743
Designated Funds	14,045	15,712
Restricted Funds	19,144	29,352
Total Funds	825,863	1,060,807

General funds are the general reserves not immediately required for any specific purpose.

They are used by UKCISA in order to:

- Provide working capital
- Allow UKCISA to provide continuity of service if income levels were to fluctuate, thereby giving time to seek new sources of revenue or to reduce costs
- Allow UKCISA to provide continuity of service if it had to cope with increases in expenditure that could not be accurately forecast.
- Provide funds to cover any shortfalls in the share of the USS pension scheme liability.
- Ensure that in the worst possible circumstances, it would be possible to pay all creditors and wind up the organisation.

Designated funds are unrestricted funds that have been set aside from general funds for specific purposes. The current designated fund consists of £14,045 is for the UKCISA research fund, to support research in areas of the international student experience.

Restricted funds are funds that can only be used for purposes specified by the fund donor. In this case, the funds relate to the AISA and the ICN. Both of these groups are special interest groups and are legally part of UKCISA.

The Finance, Risk, and Audit committee review the reserves policy annually with the aim to keep general funds between a lower level of four months planned annual expenditure and an upper level of four and a half months of annual expenditure. This model of reviewing reserves provides clarity for the purposes of organisational

investment if reserves are above the ceiling level and corrective action if reserves are below the minimum level. This would provide a sufficient buffer to fulfil the aims above and give enough time for UKCISA to adapt its business model should unforeseen circumstances impair financial performance.

As at March 2025, general funds stood at £852k and free reserves at £624k, meeting our reserves policy of maintaining between 4–4.5 months annual expenditure. However, given the loss of the DfE and Scottish Government grant income, reserves are being utilised to fund deficits. The Income Generation Group and Finance, Audit and Risk Committee will be reviewing reserves to ensure sufficient funds are available to best serve the needs of the charity.

Risk management

The trustees have a risk management strategy which comprises:

- Regular review of the key risks and uncertainties that the charity faces.
- The establishment of policies, systems, and procedures to mitigate those risks identified in the review.
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

This work has identified that the ability to maintain core funding streams and cope with foreseeable cost increases are the major financial risks for the charity. Key elements in the management of these financial risks are:

- Maintenance of UKCISA's membership base to ensure that subscriptions, training and conference income is secure and continues to provide good value for money.
- The establishment of an Income Generation Group comprised of both trustees and staff to explore alternative income streams, which reports directly to the Board.
- An effective annual budgeting process that takes account of actual and potential fluctuations in both revenue streams and cost elements to ensure that charges are adequate and in line with longer term strategy.
- Close monitoring of financial performance by the Senior Management Team on a regular basis.

Management and administration:

Banker: Bank of Scotland, 33 Old Broad Street, London, BX2 1LB

Auditor: Moore Kingston Smith LLP, Chartered Accountants, 6th Floor, 9 Appold Street, EC2A 2AP

Solicitors: Bates Wells, 10 Queen Street Place, London, EC4R 1BE

Objectives, Activities, Governance & Structure

Constitution

UKCISA is a company limited by guarantee and is also registered as a charity operating under the working name of the 'UK Council for International Student Affairs'. The company's former name, until a change in the Articles in 2007, was UKCOSA: The Council for International Education. UKCOSA was first established as an unincorporated body in 1968 and as a company limited by guarantee on 1 April 2003.

Objects and activities

Consistent with its constitutional objects of advancing education and learning with particular reference to international students, UKCISA aims to:

- Increase support for international education and raise awareness of its values and benefits.
- Encourage best practice, professional development and the highest quality of institutional support for international students throughout the education sector.
- Promote opportunities for – and identify and work to reduce obstacles and barriers to greater student mobility.

It achieves its aims by:

- Monitoring and influencing government and education sector policy through close contact with senior officials, policy makers, members of national parliaments and assemblies, partner organisations and sector bodies throughout the UK.
- Producing regular publications that keep members and students up to date on current legislation, regulations and resources.
- Delivering high quality advice for both UKCISA members and students members of the public.
- Delivering training to UKCISA members and others working with international students to assist with immediate areas of difficulty and to enhance professional expertise for new and experienced practitioners.
- Supporting, sustaining and expanding a network of members committed to the ideals of international education and the highest standards of international student support.
- Initiating and encouraging research which helps to identify key issues and areas for future investigation and development.
- Working indirectly and in partnership with others to encourage greater mobility from, as well as to, the UK.
- Ensuring, through support from trustees, its specialist staff and effectively managed resources, that it delivers highly valued services for UKCISA members and other stakeholders.

Governance

President: Lord Bilimoria of Chelsea, CBE, DL

Board of Trustees

The ten elected and three co-opted members of the Board of Trustees (plus the Chair and Honorary Treasurer) are the charity's directors and members of the Company and are responsible for managing UKCISA's affairs. The co-opted members are chosen for their particular skills and experience. All newly appointed trustees receive a comprehensive induction and are given access to appropriate training relevant to their Board position. The Board met four times during the year.

Following a comprehensive governance review, our committee structure was revised and the UKCISA Board is now supported by six committees.

Finance, Audit and Risk

This committee meets three times a year. The purpose of the committee is to support the trustees to efficiently discharge their responsibilities in exercising financial control and managing the charity's finances. The remit of the committee includes oversight of financial strategy, accounting matters, budgetary control, risk management and external financial reporting. The committee recommend the annual budget, report, and accounts to the Board for approval.

Membership

This committee meets 1–2 times a year. The purpose of the committee is to oversee UKCISA's membership structure and advise the Board on matters related to its membership categories.

Nominations

This committee meets 1–2 times a year. The purpose of the committee is to assist the Board in fulfilling its obligations in respect of succession planning and selecting candidates for the Board, honorary officers and senior executive positions.

People and Organisational Development

This committee meets 1–2 times a year. The purpose of the committee is to advise the Board on organisational people-related matters and to support UKCISA's senior management team to implement appropriate policies as part of a wider HR strategy.

Strategic Advisory (including UKCISA's practitioner networks)

This committee meets three times a year. The purpose of the committee is to support trustees by informing UKCISA's strategic priorities, providing a forum for cross-sector engagement, and overseeing key aspects of the international student experience. This

includes guiding the #WeAreInternational brand and #WeAreInternational Student Charter and advising UKCISA's work in advocacy and influencing policy.

Student Advisory

This committee meets four times per year. The purpose of the committee is to provide UKCISA with the student voice and advise the Board on major strategic decisions, projects and policies.

UKCISA maintains Trustees Indemnity Insurance. During the course of the year, and up to the date of approval of this report, the trustees and key management personnel were:

Board Members

Professor Koen Lamberts (Chair)	University of Sheffield	
Ross Porter (Vice Chair)	London Business School	
Peter Barnes (Honorary Treasurer)	Studyportals	
Mervyn Adams	City of Glasgow College	
Lynsey Bendon	University of Sunderland	Resigned June 2025
Charlotte Corrish	Office of the Independent Adjudicator (OIA)	Appointed June 2025
Hannah Brian		Resigned Aug 2024
Emma Gwynett-Davies	Swansea University	
Elizabeth Wright (née Huckle)		Resigned June 2025
Maria Loray	Manchester Metropolitan University	
Heather McNeill	University of St. Andrews	Appointed June 2025
Alex Proudfoot		Resigned July 2024
Sally Saca	Oxford Brookes University	
Laura Rose-Troup	Newcastle College	
Cathryn Turner	Imperial College Union	
Hamish Walker	University of Edinburgh	
Jonny Exon	University of York	Appointed Nov 2024
Chris Chang	University of Portsmouth	Appointed Nov 2024

Student Ambassador Trustees

Pedram Bani Asadi	University of Law	Appointed Feb 2025
Aditiyavarman Mehta		Resigned Feb 2025

Company Secretary

Abida Khan	Head of Finance & Resources	Resigned June 2024
Shreena Dholakia	Head of Finance & Resources	Appointed June 2024

Key Management Personnel

Anne Marie Graham	Chief Executive Officer	
Abida Khan	Head of Finance & Resources	Resigned June 2024
Shreena Dholakia	Head of Finance & Resources	Appointed June 2024
Heather Knight	Head of Advice & Training	
Yinbo Yu	Head of Engagement & Partnerships	

Public Benefit

The trustees confirm that they have complied with Charity Commission guidance on public benefit, including 'Public Benefit: running a charity (PB2)'. In particular:

- The advice and training services have enabled university and college staff to advise international students on immigration-related rules and procedures, including those which are and are not, as yet changing.
- The advice line for students and the general public has provided a free and impartial service, open to all who need relevant guidance – especially at a time of considerable concern about UK Immigration policy.
- UKCISA's website, with its comprehensive information items, provides open access advice and guidance on all aspects of living and studying in the UK.
- The work in support of good practice in international student welfare is informed by its international student ambassador programme and contributes to an

improved quality of experience for international students studying in UK further and higher education.

- UKCISA's practical and specialist knowledge has enables representations to government which have benefitted all international students wishing to study or studying in the UK.

The financial statements that follow have been prepared in accordance with the provisions of part 15 of the Companies Act 2016 relating to small companies.

Signed on behalf of the Board of Trustees:

DocuSigned by:

581C8C129E6D476...
Professor Koen Lamberts

Chair

9 September 2025

DocuSigned by:

1753D541136F43B...
Peter Barnes

Honorary Treasurer

9 September 2025

UKCISA

**Statement of Financial Activities
for the year ended 31 March 2025**

	Note	Unrestricted Funds General Funds £	Designated Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Income and expenditure account						
Income						
Donations & legacies						
Grant-in-Aid						
Department for Education		-	-	-	-	340,000
Charitable activities						
International student services	3	1,268,476	-	12,110	1,280,586	1,303,565
Investment income	4	5,645	-	-	5,645	162
Total income		<u>1,274,121</u>	<u>-</u>	<u>12,110</u>	<u>1,286,231</u>	<u>1,643,727</u>
Expenditure						
Charitable activities						
International student services	5	1,497,198	1,667	22,311	1,521,175	1,616,947
Total expenditure		<u>1,497,198</u>	<u>1,667</u>	<u>22,311</u>	<u>1,521,175</u>	<u>1,616,947</u>
Net (expenditure) / income before transfers and pension provision		(223,076)	(1,667)	(10,201)	(234,944)	26,780
Actuarial gains on defined benefit pension scheme	21	-	-	-	-	606,897
Transfers between funds	17	-	-	-	-	-
Net movement in funds		<u>(223,076)</u>	<u>(1,667)</u>	<u>(10,201)</u>	<u>(234,944)</u>	<u>633,677</u>
Funds at 1 April 2024		<u>1,015,743</u>	<u>15,712</u>	<u>29,352</u>	<u>1,060,807</u>	<u>427,130</u>
Funds at 31 March 2025		<u><u>792,667</u></u>	<u><u>14,045</u></u>	<u><u>19,151</u></u>	<u><u>825,863</u></u>	<u><u>1,060,807</u></u>

All gains and losses arising in the year are included in the Statement of Financial Activities and relate to continuing activities.

UKCISA

Balance Sheet at 31 March 2025

	Note	2025	2025	2024	2024
		£	£	£	£
Fixed assets					
Intangible fixed assets	11		193,547		88,043
Tangible fixed assets	12		430		1,308
			<u>193,977</u>		<u>89,351</u>
Current assets					
Debtors and prepayments	13	143,034		330,161	
Cash at bank and in hand	14	1,390,197		1,481,212	
		<u>1,533,232</u>		<u>1,811,373</u>	
Creditors: amounts falling due within one year	15	(901,347)		(839,917)	
Net current assets			<u>631,885</u>		<u>971,456</u>
Creditors: amounts falling due after more than one year	15				
Provision of Pension Liability			-		-
Total assets			<u><u>825,863</u></u>		<u><u>1,060,807</u></u>
Represented by:					
Unrestricted funds					
General funds			792,667		1,015,743
Designated funds	17		14,045		15,712
Restricted funds	18		19,151		29,352
Total funds			<u><u>825,863</u></u>		<u><u>1,060,807</u></u>

These financial statements were approved by the Board of Trustees on 9th September 2025 and signed on their behalf by:

DocuSigned by:

Koen Lamberts

581C8C129E6D476...

..... Chair

DocuSigned by:

Peter Barnes

1753D541136F43B...

..... Honorary Treasurer

09/09/ 2025

Company number: 4507287 Charity number: 1095294

UKCISA

Cash flow statement for the year ended 31 March 2025

	2025 £	2024 £
Cash provided by/(used in) operating activities	8,846	326,975
Cash flows from investing activities		
Purchase of fixed assets	-	(1,290)
Interest income	5,645	162
Intangible asset additions	(105,504)	(88,043)
Cash provided by investing activities	(99,859)	(89,171)
(Decrease) / Increase in cash and cash equivalents in the year	(91,013)	237,804
Cash and cash equivalents at the beginning of the year	1,481,212	1,243,408
Total cash and cash equivalents at the end of the year	1,390,197	1,481,212

Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
Net movement in funds	(234,944)	633,676
Add back depreciation charge	878	2,120
Deduct interest income shown in investing activities	(5,645)	(162)
Decrease/(Increase) in debtors	187,127	229,904
(Decrease)/Increase in creditors	61,430	68,333
(Decrease)/Increase in Pension Provision	-	(606,897)
Net cash provided by / (used in) operating activities	8,846	326,975

UKCISA
Notes to the accounts
for the year ended 31 March 2025

1 Constitution

UKCISA is incorporated as a company limited by guarantee, registered in England & Wales (no. 4507287), and a charity registered with the Charity Commission for England and Wales (no. 1095294). UKCISA operates under the working name of "UK Council for International Student Affairs". The liability of each member of the company is limited to £1 in the event that the company is wound up.

2 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. UKCISA meets the definition of a public benefit entity under FRS 102. These accounts are prepared in Sterling which is the functional currency of the charity and are rounded to the nearest pound.

Going concern

The Trustees have assessed whether the use of going concern is appropriate and have considered possible events or conditions that may impair UKCISA's ability to continue to operate as a going concern. The Trustees have made this assessment for a period of one year from the date of approval in the financial statements. In making this assessment, the Trustees have reviewed the diversity of UKCISA's income streams and the financial viability of UKCISA. Whilst our membership income remains steady as well as income from our training, our government grant from the DfE was withdrawn. The Trustees believe this loss of income can be recovered through growth and alternative income streams, putting in place an income generation group specifically tasked to return the organisation to a more stable footing. UKCISA maintains a healthy reserves balance and receives membership subscriptions in advance of the subscription period. It is for these reasons that the Trustees continue to adopt the going concern principle when preparing these financial statements.

Fixed Assets

Apart from purchases of individual items costing less than £1,000 and computer software, which are written off in full in the year of purchase, all fixed assets are depreciated / amortised over their anticipated useful lives on a straight line basis as follows:

computers and other office equipment	3 years
furniture	5 years
leasehold improvements	over the unexpired period of the lease
intangibles : website	5 years

Grants receivable

Grants receivable are accounted for on an accruals basis and where received for specific purposes are treated as restricted funds. Grant income is recognised when the following conditions are met:

- Entitlement: UKCISA has control over the rights or access to the economic benefits of the grants
- Probable: is more likely than not that the grant will be received
- Measurement: The amount of the income can be reliably measured

Membership, affiliation and subscriptions

Fees in respect of membership, affiliation and subscriptions are accounted for on an accruals basis.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

With the exceptions of prepayments and deferred income all other debtor and creditor balances are considered to be basic financial instruments under FRS 102. See notes 13 and 15 for the debtor and creditor notes.

UKCISA
Notes to the accounts
for the year ended 31 March 2025
(continued)

Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The most significant estimates and assumptions which affect the carrying amount of assets and liabilities in the accounts relate to:

Useful Economic Lives - The annual depreciation charge for tangible and intangible assets is sensitive to change in the estimated useful economic lives and residual value of assets. These are reassessed annually and amended where necessary to reflect current circumstances.

Treatment of USS as a multi-employer scheme - FRS 102 makes the distinction between a group plan and a multi-employer scheme. A group plan consists of a collection of entities under common control typically with a sponsoring employer. A multi-employer scheme is a scheme for entities not under common control and represents (typically) an industry-wide scheme such as Universities Superannuation Scheme. The accounting for a multi-employer scheme where the employer has entered into an agreement with the scheme that determines how the employer will fund a deficit results in the recognition of a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) and the resulting expense in the SOFA in accordance with section 28 of FRS 102. The directors are satisfied that Universities Superannuation Scheme meets the definition of a multi-employer scheme and has therefore recognised the discounted fair value of the contractual contributions under the recovery plan in existence at the date of approving these financial statements.

Pension benefits

The institution participates in Universities Superannuation Scheme. The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee benefits", the institution therefore accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the profit and loss account represents the contributions payable to the scheme.

Leased assets

Rentals payable under operating leases are written off in the year to which they relate.

Grants payable

Grants payable are accounted for when there is a commitment to make the payment.

Expenditure

Expenditure is allocated directly to the relevant activity wherever possible. Support costs comprise the costs of central management and administration. Costs common to a number of activities are apportioned in relation to the cost of staff time spent on that activity. Governance costs relate to compliance with charity and company regulations and the strategic direction of the organisation.

VAT

The proportion of input VAT that is not recoverable is written off in the year in which it is incurred (note 20).

Fund accounting

Unrestricted funds are those which are not subject to restrictions and any surpluses arising may be applied in furtherance of any of the organisation's objectives. Designated funds form part of unrestricted funds and represent amounts set aside by the trustees for particular purposes. These funds may be returned to the general unrestricted funds at the trustees' discretion.

Restricted funds are funds which are to be used with specific restrictions imposed by the donor or which have been raised by the charity for a particular purpose. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each fund is set out in the notes to the financial statements.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments, accessible within less than 100 days.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

UKCISA
Notes to the accounts
for the year ended 31 March 2025
(continued)

3 Income from charitable activities

	General Funds £	Designated Funds £	Restricted funds £	Total 2025 £	Total 2024 £
International student services					
Membership subscriptions	940,774	-	-	940,774	862,700
Training and conferences	327,702	-	-	327,702	409,465
ALISA / ICN income	-	-	12,110	12,110	11,400
Grants receivable					
Scottish Government	-	-	-	-	20,000
	<u>1,268,476</u>	<u>-</u>	<u>12,110</u>	<u>1,280,586</u>	<u>1,303,565</u>

4 Investment income

All of the company's investment income of £5,645 (2024: £162) arises from money held in interest bearing deposit accounts.

5 Expenditure on charitable activities

	Total 2025 £	Total 2024 £
International student services		
Direct charitable costs	1,277,331	1,345,116
Support costs (note 7)	208,553	219,620
Governance costs (note 7)	35,291	52,211
	<u>1,521,175</u>	<u>1,616,947</u>

6 Grants made during the year

Research grants of £1,667 were made to other institutions during the year (2024: £4,000).

7 Analysis of Support & Governance costs

	Support costs £	Governance costs £	Total 2025 £	Total 2024 £
Staff costs	142,921	24,185	167,106	174,983
Office and administration	65,632	11,106	76,738	96,848
	<u>208,553</u>	<u>35,291</u>	<u>243,843</u>	<u>271,831</u>

Governance Costs of £35,291 (2024: £52,211) comprise the audit fee £13,745 (2024: £12,750), implementation of the NCVO governance review £nil (2024: £900) and a proportion of general overheads attributed to governance activities.

8 Staff costs

	2025 £	2024 £
Salaries	836,643	839,710
Social Security costs	91,726	91,755
Pensions costs	114,089	160,134
	<u>1,042,458</u>	<u>1,091,599</u>
Other staff costs, including temporary staff, consultants, recruitment and training	125,925	116,720
	<u>1,168,383</u>	<u>1,208,319</u>
	2025	2024
Number of employees who received remuneration between:		
£60,000 - £69,999	0	1
£80,000 - £89,999	1	1

Pension contributions for the above employees amounted to £12,365 (2024: £29,408)

The company's Memorandum of Association explicitly authorises payments to Trustees for work carried out for the company other than in fulfilling the functions of a Trustee. Such payments may include, but are not limited to: writing publications and facilitating training courses. This year there were no such payments made to any Trustees (2024, none). No other remuneration was paid to any Trustee (2024, none). Out of pocket expenses claimed by and refunded to 3 trustees amounting to £647 (2023, £1,397).

There were no other related party transactions (2024 : Nil).

The key management personnel of the charity comprise the trustees, the Chief Executive, Head of Advice & Training, Head & interim Head of Finance & Resources and Head of Engagement and Partnerships. The total employee benefits of the key management personnel of the Charity were £346,553 (2024: £380,261).

Included in staff costs above is £13,829 relating to redundancy payments (2024: £nil)

UKCISA
Notes to the accounts
for the year ended 31 March 2025
(continued)

9 Staff Numbers

The average monthly head count was 20.3 staff (2024 : 22.6 staff), which us equivalent to 19 FTE (2024: 19.9 FTE)

10 Net income for the year

	2025	2024
Net income is stated after charging:	£	£
Audit fee - current year	13,745	11,500
Grant Audit fee - current year	-	1,400
Depreciation and impairment	878	2,120
Operating lease - property	15,399	18,226
Operating lease - equipment	-	4,489

11 Intangible fixed assets

All fixed assets are held for use in connection with charitable activities.

	Website development	Total
Cost	£	£
Total at 1 April 2024	88,043	88,043
Additions	105,504	105,504
Total at 31 March 2025	193,547	193,547
Amortisation		
Total at 1 April 2024 and 31 March 2025	193,547	193,547
Net Book Value at 31 March 2025	193,547	193,547
at 31 March 2024	88,043	88,043

12 Tangible fixed assets

All fixed assets are held for use in connection with charitable activities.

	Furniture and office equipment	Leasehold improvements	Total
Cost	£	£	£
Total at 1 April 2024	35,166	2,400	37,566
Additions	-	-	-
Total at 31 March 2025	35,166	2,400	37,566
Depreciation			
Total at 1 April 2024	33,858	2,400	36,258
Depreciation	878	-	878
Total at 31 March 2025	34,736	2,400	37,136
Net book value at 31 March 2024	1,308	-	1,308
at 31 March 2025	430	-	430

UKCISA
Notes to the accounts
for the year ended 31 March 2025
(continued)

13 Debtors and prepayments	2025	2024
	£	£
Trade debtors	37,145	65,197
Other debtors	1,816	1,683
Accrued income	3,598	97,361
VAT debtor	45,290	54,082
Prepayments	55,183	111,838
	<u>143,034</u>	<u>330,161</u>

Included within other debtors is an amount of £nil that is due after 1 year (2024: £nil)

14 Cash at bank and in hand	2025	2024
	£	£
Cash at bank	986,449	1,380,712
Cash on deposit < 95 days	403,733	100,000
Cash in hand	15	500
	<u>1,390,197</u>	<u>1,481,212</u>

15 Creditors: amounts falling due within one year	2025	2024
	£	£
Taxation and Social Security	31,851	27,027
Other creditors	1,915	2,341
Deferred income	789,114	709,691
Accruals and provisions	41,399	55,644
Trade Creditors	37,068	45,214
	<u>901,347</u>	<u>839,917</u>

Deferred income relates to amounts received during 2024/25 for services to be carried out in 2025/26. The income deferred in 2023/24 has been fully reversed into 2024/25.

Creditors: amounts falling due after more than one year	2025	2024
	£	£
Brought forward Pension Provision	-	606,897
Movement	-	(606,897)
Carried forward Pension Provision		
	<u>-</u>	<u>-</u>

16 Financial commitments

a) At the reporting end date the charity had the following future minimum lease payments under non-cancellable operating leases which fall due as follows:

	2025		2024	
	Land and Buildings	Other	Land and Buildings	Other
	£	£	£	£
Within 1 year	15,399	-	15,399	-
2 to 5 years	8,983	-	24,382	-
	<u>24,382</u>	<u>-</u>	<u>39,781</u>	<u>-</u>

b) No capital expenditure had been authorised and contracted but not made at 31 March 2025 (2024, nil).

UKCISA
Notes to the accounts
for the year ended 31 March 2025
(continued)

17 Designated funds

	Total at 1 April 2024 £	Expenditure £	transfers from / (to) general funds £	transfers between funds £	Total at 31 March 2025 £
UKCISA Research	15,712	(1,667)	-	-	14,045
IT Enhancements	-	-	-	-	-
	<u>15,712</u>	<u>(1,667)</u>	<u>-</u>	<u>-</u>	<u>14,045</u>

	Total at 1 April 2023 £	Expenditure £	transfers from / (to) general funds £	transfers between funds £	Total at 31 March 2024 £
Fixed assets	1,531	-	(1,531)	-	-
Relocation	1,110	-	(1,110)	-	-
Website Development	80,000	-	(80,000)	-	-
AISA/ICN Funding	8,000	-	(8,000)	-	-
UKCISA Research	15,712	-	-	-	15,712
IT Enhancements	2,163	-	(2,163)	-	-
	<u>108,516</u>	<u>-</u>	<u>(92,804)</u>	<u>-</u>	<u>15,712</u>

The Fixed Asset Fund was intended to cover the ongoing depreciation charges on fixed assets. It had been aged for the remaining balance be released to general funds in the prior year.

The Relocation Fund was intended to cover the costs of relocating the head office during 2018/19. The relocation was completed but some funds had been retained in this fund to cover any dilapidations to the premises. The remainder of the fund has been used to cover the costs of relocation from Noble House to Woburn House. It had been agreed to release the remaining balance to general funds in the prior year.

The Website Development fund had been designated, £40,000 2021/22 and an additional £40,000 2022/23, to develop the UKCISA website, these funds have been designated for 2 years, the project is expected to be completed in 2024/25. This fund has been fully utilised with £193,547 of the website developments costs being capitalised.

The AISA/ICN funding has been designated to support both of the specialised practitioner groups AISA/ICN to develop self sustaining business models, funds have been designated for 3 years. With no specific grant being issues to AISA/ICN these funds have been released to general funds in the prior year.

UKCISA research fund has been designated to support research in areas of the international student experience, this will be in partnership or for commissioning its own research, funds have been designated for 2 years.

IT Enhancements fund had been designated to support UKCISA with future IT enhancements and infrastructure requirements, funds have been utilised in 2022/23 to replace lap-top stock across the staff team. It was agreed to release the remaining balance of £2,163 to general funds with on-going IT costs to be drawn from general funds, in line with approved budgets.

18 Restricted funds

	Total at 1 April 2024 £	Income £	Expenditure £	transfers from / (to) general funds £	Total at 31 March 2025 £
Department for Education	-	-	-	-	-
AISA Restricted Balances	8,088	5,115	(5,855)	-	7,348
ICN Restricted Balances	21,264	6,995	(16,455)	-	11,804
	<u>29,352</u>	<u>12,110</u>	<u>(22,311)</u>	<u>-</u>	<u>19,151</u>

Restricted funds represent:

Department for Education : grant to support our HE England Student Support activities and Sector Convening work.

AISA: Association of Student Advisors a specialised practitioner group managed as a restricted fund.

ICN: Immigration Compliance Network is a specialised practitioner group managed as a restricted fund.

UKCISA
Notes to the accounts
for the year ended 31 March 2025
(continued)

19 Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total
	Designated funds	General funds		
As at 31 March 2025	£	£	£	£
Intangible fixed assets		193,547		193,547
Tangible fixed assets		430	-	430
Net current assets	14,045	598,690	19,151	631,887
	<u>14,045</u>	<u>792,667</u>	<u>19,151</u>	<u>825,863</u>

	Unrestricted funds		Restricted funds	Total
	Designated funds	General funds		
As at 31 March 2024	£	£	£	£
Intangible fixed assets		88,043		88,043
Tangible fixed assets		1,308	-	1,308
Net current assets	15,712	926,392	29,352	971,456
	<u>15,712</u>	<u>1,015,743</u>	<u>29,352</u>	<u>1,060,807</u>

20 Irrecoverable VAT

VAT paid during the year which could not be recovered totalled £33,629 (2024, £28,619).

21 Pension costs

The total cost released to the profit and loss account is nil (prior year: £607k).

A deficit recovery plan was put in place as part of the 2020 valuation, which required payment of 6.2% of salaries over the period 1 April 2022 until 31 March 2024, at which point the rate would increase to 6.3%. As set out above, no deficit recovery plan was required under the 2023 valuation because the scheme was in surplus on a technical provisions basis. The institution is no longer required to make deficit recovery contributions from 1 January 2024 and accordingly released the outstanding provision to the profit and loss account in the prior year (£607k).

The latest available complete actuarial valuation of the Retirement Income Builder is as at 31 March 2023 (the valuation date), which was carried out using the projected unit method.

Since the institution cannot identify its share of USS Retirement Income Builder (defined benefit) assets and liabilities, the following disclosures reflect those relevant for those assets and liabilities as a whole.

The 2023 valuation was the seventh valuation for the scheme under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to have sufficient and appropriate assets to cover their technical provisions (the statutory funding objective). At the valuation date, the value of the assets of the scheme was £73.1 billion and the value of the scheme's technical provisions was £65.7 billion indicating a surplus of £7.4 billion and a funding ratio of 111%.

The key financial assumptions used in the 2023 valuation are described below. More detail is set out in the Statement of Funding Principles (uss.co.uk/about-us/valuation-and-funding/statement-of-funding-principles).

Price inflation - Consumer Prices Index (CPI)	3.0% p.a (based on a long-term average expected level of CPI, broadly consistent with long-term market expectations)
RPI/CPI gap	1.0% p.a to 2030, reducing to 0.1% p.a from 2030
Discount rate	Fixed interest gilt yield curve plus: Pre-retirement: 2.5% p.a, Post-retirement: 0.9% p.a.
Pension increases (subject to a floor of 0%)	Benefits with no cap: CPI assumption plus 3bps Benefits subject to a "soft cap" of 5% (providing inflationary increases up to 5%, and half of any excess inflation over 5% up to a maximum of 10%): CPI assumption minus 3bps

The main demographic assumptions used relate to the mortality assumptions. These assumptions are based on analysis of the scheme's experience carried out as part of the 2023 actuarial valuation. The mortality assumptions used in these figures are as follows:

	2023 valuation
Mortality base table	101% of S2PMA "light" for males and 95% of S3PFA for females
Future improvements to mortality	CMI 2021 with a smoothing parameter of 7.5, an initial addition of 0.4% p.a., 10% w2020 and w2021 parameters, and a long-term improvement rate of 1.8% pa for males and 1.6% pa for females

The current life expectancies on retirement at age 65 are:

	2024	2023
Males currently aged 65 (years)	23.7	24.0
Females currently aged 65 (years)	25.6	25.6
Males currently aged 45 (years)	25.4	26.0
Females currently aged 45 (years)	27.2	27.4